Accountability Report
2014–2015

Office of Immigration

NOVA SCOTIA

Table of Contents

Accountability Statement 1
Message from the Minister of Immigration and Chief Executive Officer 2
Financial Results 4
Performance Measurement 5
Supplemental Information and Appendices 9
Public Interest Disclosure of Wrongdoing 10

Accountability Statement

The Accountability Report of the Nova Scotia Office of Immigration for the year ended March 31, 2015 is prepared pursuant to the Finance Act and government policies and guidelines. These authorities require the reporting of outcomes against the Nova Scotia Office of Immigration Statement of Mandate for the fiscal year just ended. The reporting of the Nova Scotia Office of Immigration outcomes necessarily includes estimates, judgments and opinions by Nova Scotia Office of Immigration management.

We acknowledge that this Accountability Report is the responsibility of Nova Scotia Office of Immigration management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Nova Scotia Office of Immigration 2014-2015 Statement of Mandate

Nova Scotia Office of Immigration

Lena Metlege Diab
Minister

Catherine Blewett
Chief Executive Officer

Message from the Minister of Immigration and Chief Executive Officer

We are pleased to present the Annual Accountability Report for the Fiscal year 2014-2015 for the Nova Scotia Office of Immigration.

Immigration continues to make a direct impact on the priorities of the Government of Nova Scotia. By attracting more people to come, work, and make their lives in Nova Scotia, we are contributing, in part, to the solution to Nova Scotia's acute demographic challenges.

Over the past year, we have made significant progress toward a new approach to immigration in Nova Scotia. This work began internally to the department where resources were realigned to ensure strategic policy support is balanced with efficient programs with a high degree of integrity, adopting lean approaches to internal processes, and making certain stakeholders were engaged in and aware of immigration and the opportunities for enhancing the labour market.

In August, Premier Stephen McNeil appointed Wadih Fares and Colin Dodds as Premier's Advisors on Immigration. Mr. Fares and Dr. Dodds have been key partners and advocates for Nova Scotia as we move forward with a proactive mandate.

The Nova Scotia Nominee Program is a foundation of our work, and in 2014-2015 we surpassed our allocation for the 2014, nominating 717 individuals for permanent residency and over 2,660 newcomers decided to make Nova Scotia home. A key outcome we have achieved is negotiating a 50% increase under the Nova Scotia Nominee Program – making our 2015 allocation 1,050 nominations.

In order to maintain that momentum, we have made several changes to the Nova Scotia Nominee Program to align with the realities and opportunities of our labour market needs. In June we revised the Skilled Worker stream to provide a pathway for international students who have graduated and working in Nova Scotia. The retention of international graduates is a key priority and this change was an important first step. On January 1, Nova Scotia was the first province in Canada to launch a Nominee Program stream that takes advantage of the federal government's new Express Entry system. As an early adopter of the program, Nova Scotia is well-positioned to benefit from a national program that offers faster processing at the federal level.

In addition, the Office of Immigration has laid a solid foundation over the past year for a new business stream focused on attracting individuals who wish to start or take over a business in Nova Scotia. Research has been conducted on best practices and lessons learned from immigration streams across the country, around the world, and our own previous experience in Nova Scotia. We are now entering negotiations with Citizenship and Immigration Canada on a path forward and look forward to advancing this initiative next year.

While attracting more newcomers to Nova Scotia is important, ensuring they feel welcome and have access to services is critical to assist with integration and retention. While our retention rate is on the

rise, there is room for improvement, which is why we launched a new, integrated approach to settlement services in 2014. With greater partnership among service providers and by leveraging existing government capacity, newcomers across the province have access to supports in the places where they need them.

All of our efforts in immigration require an engaged and empowered stakeholder community. Over the past year we have met with, consulted, and shared information with hundreds of business and community leaders. Employers have a fundamental role to play and we have worked hard to increase awareness of the opportunities for filling skills gaps through immigration. This work was augmented by a newly re-designed website. Launched in December, the site is more visually appealing, more user friendly, and features simpler, clearer language. All of these changes were made with the end user in mind, such as potential immigrants, employers, students, and newcomers.

We are very proud of the gains we have made in 2014-2015, made possible by the hard work and dedication of the staff at the Nova Scotia Office of Immigration. We look forward to continuing this progress over 2015-2016.

Lena Metlege Diab
Minister

Catherine Blewett
Chief Executive Officer

Financial Results

Office of Immigration		
	Estimate 2014-15	**Actuals 2014-15**
	($ thousands)	($ thousands)
Total Gross Office Expenses:	$7,725	$8,425
Less: Chargeable to Other Departments	($137)	($1,575)
Net Expenses:	$7,588	$6,850
Provincial Funded Staff (FTEs)	27.5	21.7

Explanatory Notes:

Gross Expenses: Underspending in 2014-15 due to unfilled positions, less administrative dollars spent as well as several IT projects pushed to 2015-2016.

Recoveries: $1.3M Grants and Contributions increase due to Canada-Nova Scotia Job Fund Agreement being Finalized ($1.4M recoverable to be received from Labour and Advanced Education for Canada-Nova Scotia Job Fund Agreement)

Performance Measurement

Outcome	Measure	Base Year	Annual Target: 2014	Results
Increase immigrant arrivals in Nova Scotia through the nominee program as well as through immigration pathways that are strictly federal.	Number of new immigrant landings per calendar year.	2003: 1474	2850	The 2014-2015 Statement of mandate for the Nova Scotia Office of Immigration (NSOI) set a target of 2,850 immigrant landings. After nominations, landings measure the actual immigrants who arrive in Nova Scotia. Landings are delayed from year-to-year because of federal processing times, or changes in personal circumstances. For instance, someone nominated in 2014 may not actually "land" in Nova Scotia until 2015 or 2016. In 2014 2,661 individuals landed in Nova Scotia. NSOI maintains its target of 2,850 for 2015.

* See table next page for more detailed breakdown of landing numbers.

For 2015 – 16, the Outcome has been adjusted to read: Immigration activities address Nova Scotia's economic and labour market gaps. The measure remains the same.

Breakdown of Landings – Nominee Program Principal Applicants, Dependents vs Exclusively Federal Pathways											
Category / Year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
NSNP principal applicants	20	105	253	287	319	302	292	348	444	656	654
NSNP dependents	44	221	610	613	547	531	346	431	514	546	738
NSNP total	64	326	863	900	866	833	638	779	958	1,202	1,392
NSNP % of landings	*4%*	*17%*	*33%*	*36%*	*33%*	*34%*	*26%*	*36%*	*41%*	*47%*	*52%*
All federal	1,707	1,603	1,723	1,623	1,785	1,591	1,770	1,359	1,384	1,327	1,269
Federal % of landings	*96%*	*83%*	*67%*	*64%*	*67%*	*66%*	*74%*	*64%*	*59%*	*53%*	*48%*
GRAND TOTAL	**1,771**	**1,929**	**2,586**	**2,523**	**2,651**	**2,424**	**2,408**	**2,138**	**2,342**	**2,529**	**2,661**

Integration and Retention

Outcome	Measure	Base Year	Annual Target: 2014	Results
Increased immigrant retention rate	Percentage of all immigrants arriving in Nova Scotia in a five-year period remaining in the sixth year. This measure was originally created using a baseline of 37% from the 2001 national census. The figure rose to 63% by the 2006 census. However, the discontinuation of the long-form census in 2011 means it is no longer possible to track retention with census data. Similar calculations can be done using tax filer data available in the Longitudinal Immigration Database (IMDB)	2008 IMDB: 69%	70% or better retention rate.	The immigrant retention rate is at 71%*, hitting the target established in the Statement of Mandate. NSOI has re-committed to maintaining a 70% or higher retention rate in 2015.

NOTE: This is an extremely difficult measure to track because its calculation relied on information provided in the long-form census. Due to the discontinuation of the census, NSOI has used data from the Longitudinal Immigration Database (IMDB) in order to calculate the most recent retention rate. *There is a two year time lag in the availability of data from IMBD, so the latest available data is for the 2012 tax year.

In the 2015 – 16 Statement of Mandate, the outcome has been adjusted to read: Nova Scotia's immigration policies and settlement activities support immigrants and their families to successfully settle and integrate into their new community. The measure will remain the same.

Leadership and Policy Development

Outcome	Measure	Base Year	Annual Target: 2014	Results
Increase the number of annual provincial nominations.	Number of certificates issued annually per calendar year.	2003: 23	700	NSOI surpassed its target in 2014 achieving a total of 717 nominations. This represents a 14% increase from the 2013 total and is a direct result of the Office's advancements in recruitment activities due to a new business liaison program and an increased stakeholder engagement plan. NSOI has issued over 700 certificates in two of the last three years, demonstrating that there is a high demand from immigrants to settle in the province. The high number of nominees, coupled with an ongoing commitment by NSOI to further increase the number of provincial nominations, has contributed to the NSOI's ability to target of 1,050 certificates in 2015.

Supplemental Information and Appendices

Attraction and Recruitment:

One of the strategic outcomes outlined in the Statement of mandate for 2014-2015 was attraction and recruitment of skilled immigrants. The NSOI has committed to achieving this outcome through the development of an aggressive stakeholder engagement plan. Throughout the year of 2014-2015 NSOI carried out a number of initiatives both foreign and domestic to market the province and attract skilled immigrants. Some of these initiatives included working with business owners in the province to increase their awareness of the NSNP and demonstrate how the nominee program can be used as a tool to further develop their businesses. NSOI's stakeholder engagement program also involved attending international conferences in order to market the benefits of living and working in Nova Scotia. Nova Scotia is uniquely positioned as a province with a high number of international graduates. In order to capitalize on this opportunity, NSOI has worked towards retaining as many of these skilled individuals as possible by increasing their knowledge of the various immigration streams that are open to them. By engaging with a wide range of stakeholders NSOI has been able to show local businesses how to overcome labour market gaps, it has successfully recruited skilled workers from overseas, and is working to retain the high number of international graduates that study in the province.

Program Integrity:

In 2014-2015 NSOI took major strides in the field of program integrity. NSOI created the position of Program Integrity Officer, a position with a mandate to conduct an ongoing analysis of the NSNP procedures manual and information sharing agreements. The officer routinely investigates potentially fraudulent cases through various means. This position creates a higher level of internal accountability by ensuring that only the applicants with the best verifiable qualifications are nominated for Permanent Residency status. A high degree of program integrity decreases the likelihood of fraud, and increases the overall accountability of the Office.

Public Interest Disclosure of Wrongdoing

The Public Interest Disclosure of Wrongdoing Act was proclaimed into law on December 20, 2011. The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith. The Act also protects employees who do disclose from reprisals, by enabling them to lay a complaint of reprisal with the Labor Board.

A Wrongdoing for the purposes of the Act is:

a) a contravention of provincial or federal laws or regulations

b) a misuse or gross mismanagement of public funds or assets

c) an act or omission that creates an imminent risk of a substantial and specific danger to the life, health or safety of persons or the environment, or

d) directing or counselling someone to commit a wrongdoing

The following is a summary of disclosures received by the Nova Scotia Office of Immigration:

Information Required under Section18 of the Act	Fiscal Year 2014-2015
The number of disclosures received	0
The number of findings of wrongdoing	0
Details of each wrongdoing	0
Recommendations and actions taken on each wrongdoing	0